



# NATIONAL MENTORING MONTH 2022



The Department of the Air Force values mentorship as an enterprise imperative and is committed to increasing deliberate mentoring for our Total Force Airmen and Guardians. We are working to reinvigorate the mentoring program to support Racial Disparity Review findings and ensure every Airman and Guardian understands mentorship is available to everyone. DAF will capitalize on National Mentoring Month (NMM) in January 2022 to promote a Total Force mentoring culture and to show Airmen and Guardians how mentoring can help maximize their full potential.

## THINGS TO KNOW

### Airman & Guardians

- ◆ **Everyone wins with Mentoring!** Everyone includes Officers, Enlisted members, and Civilians who wish to be mentees and/or mentors.
- ◆ Mentorship helps Airmen and Guardians become well-rounded, professional, and competent future leaders.
- ◆ Mentorship develops members into more diverse, agile, and inclusive leaders.
- ◆ Connect with each other—the MyVECTOR Mentoring platform provides Airmen and Guardians the opportunity to seek mentors with specific attributes.

### Command Teams

- ◆ **Unit-level command team support through messaging and activities is essential to the success of the DAF NMM campaign**
- ◆ Mentoring is an inherent responsibility of leadership. Senior Leaders, Command Teams, and CFM involvement is crucial to ensure all Airmen and Guardians are supported with deliberate and quality mentoring.
- ◆ Encourage Airmen and Guardians at every level to sign up to be a mentor or request mentoring.
- ◆ Promote mentoring during National Mentoring Month via command team communications and local event participation.
- ◆ Guide Airmen and Guardians to the MyVECTOR Mentoring platform and encourage them to update and/or build mentor profiles visible to those seeking a mentor

### Career Field Managers

- ◆ **Encourage your career field members to both register as a mentor in MyVECTOR and find a mentor.**
- ◆ Promote MyVECTOR use within your career field by encouraging members to build mentor and mentee profiles.
- ◆ More profiles are needed to ensure CFMs can effectively use future capability to match mentors with mentees within MyVECTOR (ETC late Spring 2022).

### How Will the DAF Support NMM?

- \* DAF Senior Leaders will encourage all leaders to engage in quality mentoring and mentees to actively seek mentors.
- \* DAF will highlight specific NMM mentoring themes.
- \* DAF will sponsor multiple DAF-level virtual mentoring events with videos posted for all to view.
- \* AF/A1 will provide before and after MyVECTOR stats to units and CFMs desiring to measure increases in mentoring profiles as a result of their NMM activities and communications.

### How Can Command Teams/CFMs Support NMM?

- Command Teams and CFMs are highly encouraged to create their own NMM events and communications!*
- \* Use mentoring talking points provided in this document and the DAF mentoring document at commander's calls.
  - \* Work with your local PA to publish articles to bring awareness to the benefits of mentoring relationships.
  - \* Highlight positive perspectives from mentors and mentees within your unit throughout the month.
  - \* Use unit social media to promote NMM, local events and/or established mentoring pairs

### Mentoring Month Themes

Overall Theme  
**"Everyone Wins With Mentoring!"**  
 4-7 Jan  
 Importance of Effective Mentoring  
 10-14 Jan  
 Importance of Being a Mentor  
 17-21 Jan  
 Importance of Being a Mentee  
 24-28 Jan  
 MyVECTOR Mentoring

### DAF Virtual Events (Planned as of 7 Jan 22)

- ◆ 12 Jan: Inclusion Talk: Senior Leader Mentoring Panel (SAF/ODI)
  - ◆ 18 Jan: Mid-Tier Mentoring Panel
  - ◆ 20 Jan: Junior Grade Mentoring Panel
  - ◆ 25 Jan: Mentor Workshop (USAFA)
  - ◆ 27 Jan: Mentee Workshop (Eaker Center)
- For more information, click [HERE](#). (requires CAC)**

### Recommended Local Events/Actions

- ◆ Speed mentoring and mentoring-focused professional development events
- ◆ Group mentoring sessions on the "Airman Leadership Qualities"
- ◆ Create local "mentoring challenges"—such as a contest among units to increase number of MyVector mentoring profiles
- ◆ Leaders author mentoring commentaries
- ◆ And many more!

# ADDITIONAL TALKING POINTS & FAQs

## Mentoring Month Weekly Talking Points

- **“Everyone Wins with Mentoring”**— It’s important for all Airmen and Guardians to know they can find a mentor. In doing so, the mentee gains, the mentor gains, and our organization, as a whole, gains.
- **“Importance of Effective Mentoring”**— Mentoring facilitates professional and personal growth through deliberate development of our Airmen and Guardians. **(4-7 Jan)**
- **“Importance of Being a Mentor”**—Sharing your historical knowledge will ensure continuity and encourage ingenuity. Register as a mentor in MyVECTOR. **(10-14 Jan)**
- **“Importance of Being a Mentee”**—Deliberate and quality mentoring equips our Airmen and Guardians with a forward path to career success. Register as a mentee in MyVECTOR. **(17-21 Jan)**
- **“MyVECTOR Mentoring”**—Mentors and mentees can leverage MyVECTOR to more effectively engage in their mentoring relationship by taking advantage of new capabilities and tools within MyVECTOR Mentoring—such as more mentor search attributes and the ability to share personnel data. **(24-28 Jan)**

## DAF MENTORING

### **Q1: What is the purpose of mentoring?**

**A1:** Mentoring helps members discover strengths and achieve their full potential through a structured, trusted mentoring relationship.

Effective mentorship provides:

- A climate of inclusion for fostering the diverse strengths and perspectives of all Airmen/Guardians
- Opportunity to unlock the innovative potential for personal and professional development
- Combination of formal and informal strategies for building strong mentoring relationships.
- Enhanced professional and personal development
- Increased mastery of Airmen Leadership Qualities and application into productive action
- Education for members on career development opportunities and explores their potential strengths
- Development of new and/or different perspectives
- Improved opportunities for engagement and retention

### **Q2: Is mentoring for military members only?**

**A2:** No, the program is for all Airmen and Guardians (civilian, enlisted and officer).

## MENTORING RELATIONSHIPS

### **Q3: What’s the difference between mentoring and coaching?**

**A3:** Mentoring and coaching complement each other. A coach empowers their member to develop their own courses of action and solutions to problems. In contrast, a mentor is a subject matter expert who provides the mentee with guidance, advice, and past experience.

### **Q4: What are some mentee guidelines that should be followed in establishing a mentoring relationship?**

**A4:** Mentees should be proactive about their development by working with their mentors in constructing personal developmental plans.

### **Q5: What are some of the mentor guidelines that should be followed in establishing a mentoring relationship?**

**A5:** Mentors serve as advisors, advocates and facilitators. Mentors should be diligent in their role and share knowledge, experiences and advice in helping mentees achieve their career and personal goals. Mentors help mentees construct goals that become part of the roadmap for career development.

## MYVECTOR MENTORING PLATFORM

### **Q6: Is it mandatory to use MyVECTOR for mentoring?**

**A6:** No, many mentoring pairs happen without using MyVECTOR. However, all Airmen and Guardians can benefit from MyVECTOR’s mentoring module capabilities.

### **Q7: What are the benefits of using MyVECTOR Mentoring?**

**A7:** MyVECTOR Mentoring is a one-stop-shop for pairing mentors with mentees. With the newest updates, mentors and mentees can chat and mentees can share personnel documents with their mentors. Also, mentees have the ability to reach beyond their organization and base to seek out a mentor. The DAF’s diverse pool of mentors ensures that every mentee has the ability to find the right mentor for them.

### **Q8: How can a mentor and mentee leverage the MyVECTOR Mentoring module to prepare for mentoring sessions?**

**A8:** MyVECTOR Mentoring has a tab where the mentee can fill out focus areas, a bullet tracker, and experience. Additionally, mentees can add their long-term career goals and short-term objectives. There is even a section for the mentee’s career brief. The mentor and mentee can work together to fill out the mentoring expectations tab and both the mentor and mentee can review, revisit, and do a deep dive before and during each mentoring session.

### **Q9: Why do I have to update my race and ethnicity data in MyVECTOR to make it visible? Why can’t the Air Force pull MILPDS data to do that?**

**A9:** It is up to each individual member to determine if they would like that information shared. MyVECTOR will not share that information without your permission.

### **Q10: Are mentor/mentee relationships in MyVECTOR confidential?**

**A10:** Mentor/mentee relationships and their communication are confidential in MyVECTOR.